

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258

August 8, 2007

The Honorable Denise Ducheny
Chair, Joint Legislative Budget Committee
State Capitol, Room 5035
Sacramento, California 95814

Re: Bargaining Unit 18: Psychiatric Technicians; CAPT**Addendum to Memorandum of Understanding—Fiscal over \$250,000**

This is to advise you that an addendum to a memorandum of understanding (MOU) has been agreed to by the Department of Personnel Administration and the above bargaining unit. In accordance with Government Code Section 3517.63(b), the addendum to the current contract (attached) is submitted for the Committee's consideration and recommendation. This addendum authorizes salary increases to the Senior Psychiatric Technicians and Psychiatric Technicians employed within the Departments of Developmental Services (DDS), Mental Health (DMH), and Veterans Affairs (DVA).

These increases are intended to provide equity—within specified parameters—with increases authorized for CDCR-employed psychiatric technicians in the *Coleman v. Schwarzenegger* court order. Specifically, the Senior Psychiatric Technicians and Psychiatric Technicians will receive salary increases of 5% less than that provided to the CDCR psychiatric technicians as outlined in the *Coleman* court decision.

All recruitment and retention differentials currently paid shall be rolled into the new base salary and eliminated. The new base salary shall be used to determine the percentage of salary increase for purposes of PERS-ability. The addendum requires that any salary increases over 15 percent shall be "PERS-able" over a prorated length of time, up to 3 years.

This addendum was agreed to July 31, 2007. Upon approval of the Legislature, the new salary schedule shall be retroactive to April 1, 2007. The departments have included partial funding for these increases in the FY 07/08 budget; however, an appropriation will be required to fund the portion of the increases not covered in the FY 07/08 budget. Therefore, this addendum will require an appropriation.

If you have any questions, please contact Pamela Schneider, Legislative Coordinator, at (916) 327-2348.

Sincerely,

A handwritten signature in black ink, appearing to read 'David A. Gilb', with a stylized flourish at the end.

David A. Gilb
Director

Attachments

cc: Members of the Joint Legislative
Budget Committee

Peggy Collins, Principal Consultant
Joint Legislative Budget Committee

Elizabeth Hill
Legislative Analyst

Tom Dithridge, Program Budget Manager
Department of Finance

Michael Proso, Deputy Legislative Secretary
Office of Governor Schwarzenegger

Dianne Cummins, Chief Fiscal Policy Advisor
Office of the Pro Tem

Charles Wright, Chief Consultant
Office of the Pro Tem

Craig Cornet, Budget Director
Office of the Speaker

Greg Campbell, Chief Consultant
Office of the Speaker

Seren Taylor, Staff Director
Senate Republican Fiscal Office

Chantele Denny, Consultant
Senate Republican Fiscal Office

Peter Schaafsma, Staff Director
Assembly Republican Fiscal Office

Chris Ryan, Consultant
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director
Senate Budget Committee

Brian Annis, Consultant
Senate Budget Committee

Chris Woods, Staff Director
Assembly Budget Committee

Janus Norman, Consultant
Assembly Budget Committee

Bob Franzoia, Staff Director
Senate Appropriations

Maureen Ortiz, Consultant
Senate Appropriations

Geoff Long, Chief Consultant
Assembly Appropriations

Brad Williams, Consultant
Assembly Appropriations

Suzanne Sutton, Consultant
Senate Republican Caucus

Terry Mast, Consultant
Assembly Republican Caucus

David Felderstein, Chief Cons.
Senate PE&R Committee

Karon Green, Chief Consultant
Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager
Office of Financial Management
DPA

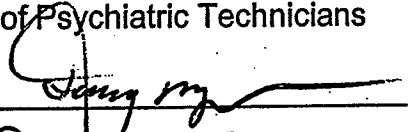
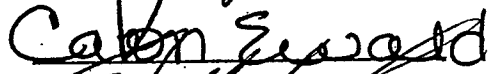
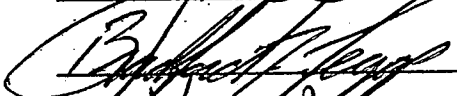

Jeanette Williams-Gibson, LRO
DPA

Jason Dickerson, Consultant
Office of the Legislative Analyst

Tentative Agreement between The California Association of Psychiatric Technicians' State Bargaining Unit 18 and the State of California.

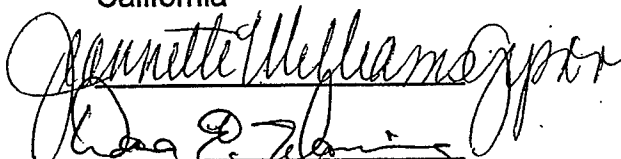

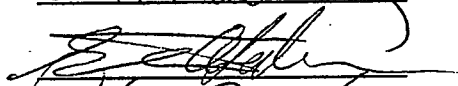
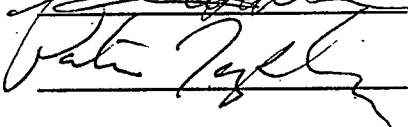
- A. Effective April 1, 2007, the classifications of Senior Psychiatric Technician and Psychiatric Technician, employed by the Department of Developmental Services, Department of Mental Health and Department of Veterans Affairs shall receive a wage increase equivalent to 95% of salary for Senior Psychiatric Technicians and Psychiatric Technicians as ordered by Federal Judge Lawrence Karlton in the *Coleman Lawsuit* that was effective January 1, 2007. The new salary schedule is attached and marked Appendix B.
- B. All Recruitment and Retention Differentials for the classification of Psychiatric Technician Instructor and the nonlicensed classifications at Agnews Developmental Center, as outlined in Appendix B of the Contract, shall remain in effect.
- C. Any existing Recruitment and Retention Differential when added to the proposed increase in base salary that exceeds the amount of the new maximum for the Range, shall be paid as a non-PERSable differential until April 1, 2008, at which time this amount will be subject to PERS contributions by both the State and the Bargaining Unit 18 member.
- D. For the classifications of Senior Psychiatric Technician and Psychiatric Technician, the salary steps in each Range A, B and C shall be eliminated. There shall be two steps for each Range, consisting of a minimum step and a maximum step.
- E. The 2.5% general salary increase effective July 1, 2007, for all Unit 18 represented classes shall be retained including the effected classes.
- F. This agreement will not apply to the classification of Psychiatric Technician Instructor. The current MOU terms at 2.5% general salary increase and 5% equity increase effective July 1, 2007, would remain in place for that class. Recruitment and Retention Differential for the Psych Tech Instructor, except Agnews Developmental Center, would be subject to PERS contributions by the employee and the State.

For the California Association
of Psychiatric Technicians

Date 7-31-07

For the State of
California

Management Proposal

Bargaining Unit: 18

Date: 7/31/07
passed 14:5 pm

Exclusive Representative: CAPT

Subject: Wages

ARTICLE 7 BENEFITS

7.17 Education and Training;

F. PTA 20/20 Program.

TA w/ table changes Gypoon
Glennette Williams
7-31-07
7/31/07

1. The State shall maintain a joint Labor/Management Committee with the express purpose of establishing and monitoring 20/20 programs in the Department of Developmental Services (DDS), the Department of Mental Health (DMH) and the Department of Corrections and Rehabilitation (CDCR).
2. The committee shall consist of four (4) designees of the Association and four (4) designees of the State. Employees shall suffer no loss of compensation as a result in participating in the Labor/Management Committee meetings. This committee shall have its first meeting within 60 days of ratification of this agreement.
3. Six (6) Million Dollars shall be designated for funding of 20/20 Programs within the DMH and the DDS beginning with the 07/08 Fiscal Year. Five (5) Hundred Thousand of this shall be utilized specifically for a preparatory segment to ensure that candidates are ready to pass the BVNPT licensing examination.
 - a. The committee shall convene within 30 days regarding this new 20/20 funding. The committee shall create the Policy and Procedures that will maintain a monthly accounting of the funding expense, participation, participant enrollment, and successful pass rate information. These records will be used to support the continuation of the 20/20 Program funding, which is critical to the departments staffing needs.
 - b. DMH and DDS will provide the committee a proposal outlining the departmental funding needs, including a plan to ensure compliance with the tracking/reporting requirements. The committee shall determine the DMH/DDS funding distribution and will maintain the reporting information as necessary. DMH/DDS shall maintain a separate budget line item to ensure appropriate tracking and accountability of the funding designated by the committee.
 - c. Psychiatric Technician Assistant qualified candidates shall be interviewed by a panel appointed by management and the most qualified candidates will be offered the first opportunity to enroll in the departmental 20/20 program.
 - d. Funds for this program shall be made available to DMH/DDS such that they can be encumbered over multiple budget years to ensure that the individual 20/20 sponsorships/programs established or began on or before

SAZ 7/15/07
July 1-31-07
Jm
table
delete

~~June 30 of each year are funded to completion; however, no longer than two (2) additional budget years. Example: 20/20 sponsorships/programs that are established prior to June 30, 2008, shall be funded until completion; however, no longer than June 30, 2010.~~

4. The Department of Developmental Services, Department of Mental Health, and Department of Corrections and Rehabilitation may at their discretion and subject to the availability of funds, continue the 20/20 programs for Psychiatric Technician Assistants during the term of this agreement. Upon request of either party, a meeting will be held to discuss and determine available resources.
5. Each of the 20/20 programs shall be a maximum of ~~twelve (12)~~ twenty-two (22) months in length. ~~and t~~The amount of the 20/20 time utilized by each selected employee will depend on the type of education/training programs available.